



# Notes from the

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## DIRECTION AND EMPHASIS

The Intelligence Community's fundamental goal remains the same over time: to produce the highest quality intelligence of which we are capable to meet the needs of the President, the Congress, and other decision-makers in government. However, there are bound to be shifts of emphasis in our efforts and some redirection to reflect the changing times and the needs of our consumers. I would like to share with you the goals toward which I would like to see us all working and which I think will contribute significantly to the achievement of our fundamental goal over the next few years.

- Ensure that analysis and estimates are objective and focus on topics which will be useful to the consumer.
- Solicit greater utilization of the Intelligence Community product, especially in areas where demand has been light; e.g., Congressional Committees we do not regularly service, Cabinet officers other than Defense and State, the public.
- Establish procedures for devising integrated collection strategies and for ensuring that collection is achieved on an integrated basis.
- Develop a strategy for anticipating how intelligence priorities may change over the next decade.
- Develop a strategy for developing the most appropriate technical collection systems to support the next decade's production requirements.
- Rebuild the confidence of the U.S. public in the Intelligence Community.

I solicit your ideas and specific suggestions on how any of these goals might be realized. Beyond that I ask that you all support these goals in any way you can in your daily work.

## GRIEVANCE SYSTEM

I have noted from my past experience that a well-established procedure through which employees can air their grievances is an integral part of any good personnel management system. I am pleased to note that this Agency has such a procedure well established. Heads of the Career Services have established uniform procedures in each of their individual services and employees are urged to become familiar with the system and the processes available to them. These procedures provide for prompt, competent, fair consideration and resolution of employee grievances. It is Agency